
Virginia's Dental Hygienist Workforce: 2014

Healthcare Workforce Data Center

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Healthcare Workforce Data Center
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4,678 Dental Hygienists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Dentistry express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Dental Hygienist Workforce: At a Glance:

The Workforce

Licensees:	5,563
Virginia's Workforce:	4,585
FTEs:	3,078

Background

Rural Childhood:	35%
HS Diploma in VA:	57%
Prof. Degree in VA:	64%

Current Employment

Employed in Prof.:	91%
Hold 1 Full-time Job:	47%
Satisfied?:	93%

Survey Response Rate

All Licensees:	84%
Renewing Practitioners:	88%

Education

Associate:	54%
Baccalaureate:	41%

Job Turnover

Switched Jobs:	6%
Employed over 2 yrs:	68%

Demographics

Female:	99%
Diversity Index:	30%
Median Age:	43

Finances

Median Inc.:	\$50k-\$60k
Retirement Benefits:	43%
Under 40 w/ Ed debt:	50%

Time Allocation

Patient Care:	90-99%
Administration:	1-9%
Patient Care Role:	92%

Source: Va. Healthcare Workforce Data Center

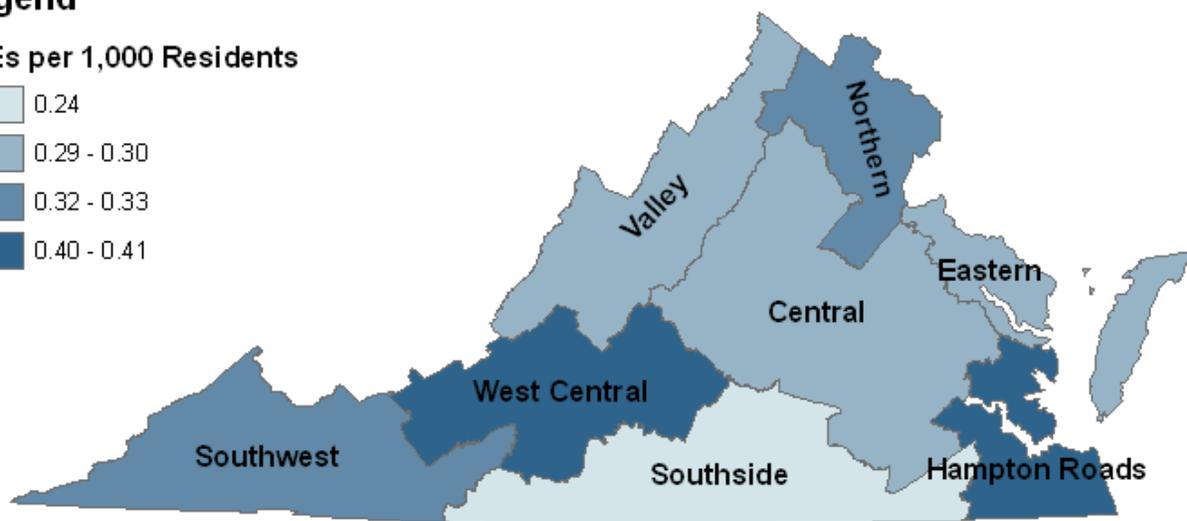
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.24
	0.29 - 0.30
	0.32 - 0.33
	0.40 - 0.41



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



Source: Va. Healthcare Workforce Data Center

4,678 dental hygienists voluntarily took part in the 2014 Dental Hygienist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for dental hygienists. These survey respondents represent 84% of the 5,563 dental hygienists who are licensed in the state and 88% of renewing practitioners.

The HWDC estimates that 4,585 dental hygienists participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as a dental hygienist at some point in the future. Between April 2013 and March 2014, Virginia's dental hygienist workforce provided 3,078 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

99% of dental hygienists are female, while the median age of all dental hygienists is 43. In a random encounter between two dental hygienists, there is a 30% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%. Meanwhile, dental hygienists who are under the age of 40 are somewhat more diverse than the overall dental hygienist workforce, with a diversity index of 39%.

More than one-third of dental hygienists grew up in a rural area, but only 19% of these professionals currently work in non-Metro areas of the state. 57% of Virginia's dental hygienists graduated from high school in Virginia, while 64% received their initial professional degree in the state. Overall, 70% of dental hygienists have some educational background in the state.

More than half of all dental hygienists hold an Associate's degree as their highest professional degree, while 41% have a baccalaureate degree. 28% of dental hygienists currently have educational debt, including half of dental hygienists who are under the age of 40. The median debt burden for those dental hygienists with education debt is between \$10,000 and \$20,000.

91% of dental hygienists are currently employed in the profession. However, only 47% hold one full-time position, while nearly 30% have just one part-time position. Nearly half of all dental hygienists work between 30 and 39 hours per week, while just 13% work 40 or more hours per week. 2% of dental hygienists are involuntarily unemployed, while another 4% are voluntarily unemployed.

The typical dental hygienist earns between \$50,000 and \$60,000 per year. Three-quarters of dental hygienists received this income through an hourly wage, with most of the remaining workforce receiving a salary. 72% of dental hygienists receive at least one employer-sponsored benefit, including 44% who have access to some form of retirement plan. 93% of dental hygienists indicate they are satisfied with their current employment situation, including 62% who indicate they are "very satisfied".

More than two-thirds of dental hygienists have worked at their primary work location for at least two years, and only 6% switched jobs in the past year. 72% of dental hygienists work at a solo dental practice, while another 17% work at a group dental practice. Only 5% of Virginia's dental hygienists work for a governmental organization.

A typical dental hygienist spends essentially all of her time treating patients. 92% of all dental hygienists serve in a patient care role, meaning that at least 60% of their time is spent treating patients. On average, a dental hygienist treats between 25 and 49 patients per week at her primary work location.

23% of dental hygienists expect to retire in the next decade, while half the current workforce expects to retire by 2034. Over the next two years, only 5% of dental hygienists plan on leaving either the state or the profession. Meanwhile, 14% of dental hygienists expect to increase patient care activities within the next two years, while 11% expect to pursue additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	5,038	91%
New Licensees	307	6%
Non-Renewals	218	4%
All Licensees	5,563	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 88% of renewing dental hygienists submitted a survey. These represent 84% of dental hygienists who held a license at some point in the past year.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	100	614	86%
30 to 34	102	636	86%
35 to 39	102	596	85%
40 to 44	94	608	87%
45 to 49	101	589	85%
50 to 54	106	606	85%
55 to 59	109	542	83%
60 and Over	171	487	74%
Total	885	4,678	84%
New Licenses			
Issued 4/2013 to 3/2014	81	226	74%
Metro Status			
Non-Metro	73	433	86%
Metro	581	3,530	86%
Not in Virginia	229	695	75%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dental Hygienists

Number:	5,563
New:	6%
Not Renewed:	4%

Response Rates

All Licensees:	84%
Renewing Practitioners:	88%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	4,678
Response Rate, all licensees	84%
Response Rate, Renewals	88%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2014.
- 2. Target Population:** All Dental Hygienists who held a Virginia license at some point between April 2013 and March 2014.
- 3. Survey Population:** The survey was available to dental hygienists who renewed their licenses online. It was not available to those who did not renew, including some dental hygienists newly licensed in 2014.

At a Glance:

Workforce

Dental Hygienist Workforce: 4,585
 FTEs: 3,078

Utilization Ratios

Licensees in VA Workforce: 82%
 Licensees per FTE: 1.81
 Workers per FTE: 1.49

Source: Va. Healthcare Workforce Data Center

Definitions

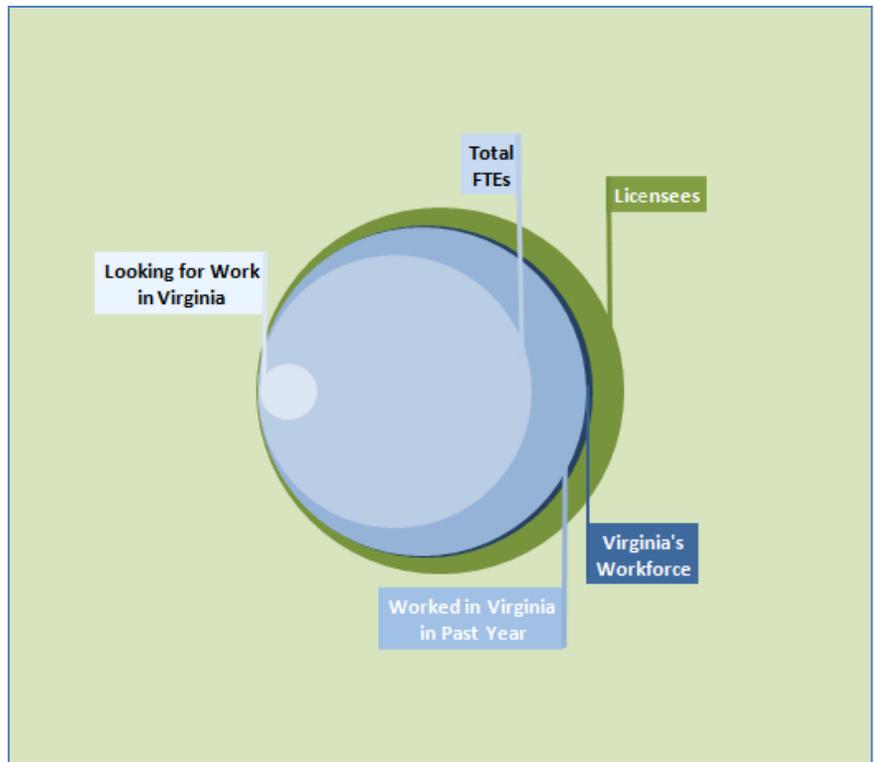
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2013 and March 2014 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Dental Hygienist Workforce		
Status	#	%
Worked in Virginia in Past Year	4,451	97%
Looking for Work in Virginia	134	3%
Virginia's Workforce	4,585	100%
Total FTEs	3,078	
Licensees	5,563	

Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	16	3%	584	97%	600	14%
30 to 34	11	2%	571	98%	583	14%
35 to 39	9	2%	543	98%	552	13%
40 to 44	12	2%	535	98%	548	13%
45 to 49	6	1%	503	99%	509	12%
50 to 54	1	0%	532	100%	533	13%
55 to 59	1	0%	472	100%	473	11%
60 +	7	2%	442	99%	448	11%
Total	64	2%	4,184	99%	4,247	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 99%
 % Under 40 Female: 98%

Age
 Median Age: 43
 % Under 40: 41%
 % 55+: 22%

Diversity
 Diversity Index: 30%
 Under 40 Div. Index: 39%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dental Hygienists		Hygienists Under 40	
	%	#	%	#	%
White	64%	3,532	83%	1,349	77%
Black	19%	198	5%	102	6%
Asian	6%	244	6%	146	8%
Other Race	0%	55	1%	27	2%
Two or more races	2%	63	1%	36	2%
Hispanic	8%	165	4%	83	5%
Total	100%	4,257	100%	1,743	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dental hygienists, there is a 30% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population as a whole.

41% of dental hygienists are under the age of 40. Nearly all of these professionals are female, and more than three-quarters are non-Hispanic White.



At a Glance:

Childhood

Urban Childhood: 13%
 Rural Childhood: 35%

Virginia Background

HS in Virginia: 57%
 Prof. in VA: 64%
 HS or Prof. in VA: 70%

Location Choice

% Rural to Non-Metro: 19%
 % Urban/Suburban to Non-Metro: 4%

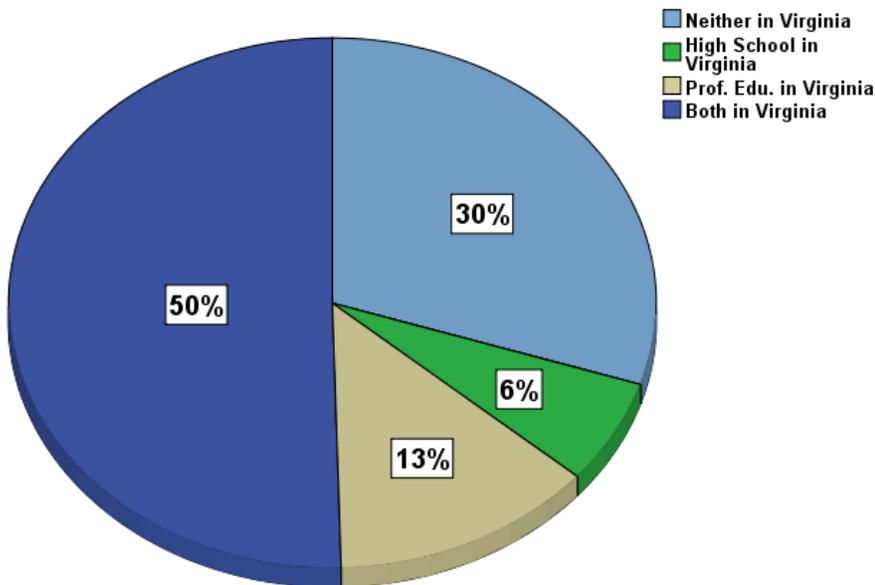
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	25%	60%	15%
2	Metro, 250,000 to 1 million	50%	40%	11%
3	Metro, 250,000 or less	59%	33%	7%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	58%	28%	14%
6	Urban pop, 2,500-19,999, Metro adj	67%	24%	9%
7	Urban pop, 2,500-19,999, nonadj	91%	8%	1%
8	Rural, Metro adj	66%	32%	3%
9	Rural, nonadj	67%	27%	7%
Overall		35%	52%	13%

Source: Va. Healthcare Workforce Data Center

Educational Background



Only 13% of dental hygienists grew up in a rural area, and 19% of this group currently works in non-Metro areas of the state. Overall, 9% of dental hygienists currently work in rural areas of Virginia.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Dental Hygienist Recruitment

Rank	All Dental Hygienists			
	High School	#	Dental School	#
1	Virginia	2,411	Virginia	2,643
2	Outside U.S./Canada	224	North Carolina	199
3	New York	146	West Virginia	123
4	Pennsylvania	144	New York	120
5	North Carolina	141	Maryland	120
6	Maryland	132	Florida	106
7	West Virginia	131	Pennsylvania	101
8	Florida	92	Tennessee	86
9	New Jersey	88	Washington, D.C.	61
10	Michigan	74	Michigan	61

Source: Va. Healthcare Workforce Data Center

57% of all dental hygienists earned their high school degree in Virginia, and 64% received their initial professional degree in the state.

Among dental hygienists who received their initial license in the past five years, 52% earned their high school degree in Virginia, while 62% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Virginia	576	Virginia	676
2	Outside U.S./Canada	94	North Carolina	55
3	West Virginia	38	Maryland	38
4	Maryland	34	New York	28
5	North Carolina	34	West Virginia	27
6	Pennsylvania	31	Florida	25
7	New York	30	Pennsylvania	25
8	Michigan	28	Michigan	24
9	California	24	Tennessee	19
10	Florida	20	Ohio	14

Source: Va. Healthcare Workforce Data Center

18% of Virginia's licensees were not part of the state's dental hygienist workforce. 80% of these licensees worked at some point in the past year, and 69% currently work as dental hygienists.

At a Glance:

Not in VA Workforce

Total:	979
% of Licensees:	18%
Federal/Military:	5%
Va Border State/DC:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Hygienist Degree		
Degree	#	%
Certificate	91	2%
Associate Degree	2,243	54%
Bachelor Degree	1,686	41%
Post-Graduate Cert.	15	0%
Masters Degree	108	3%
Doctorate	10	0%
Total	4,153	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

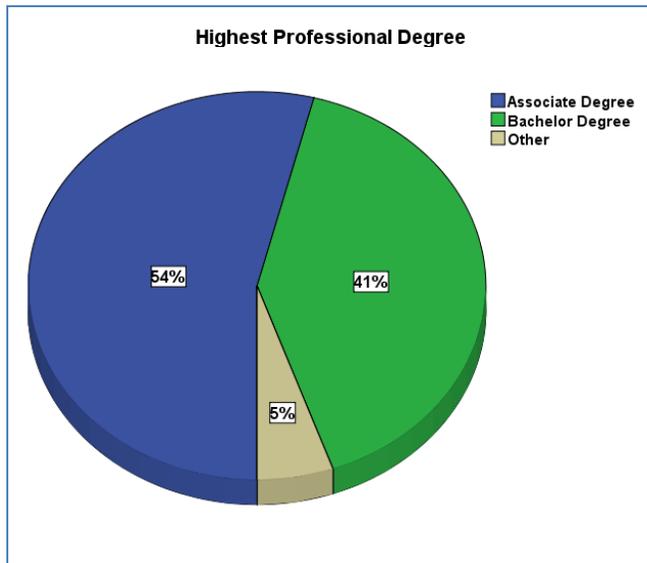
Associate: 54%
Baccalaureate: 41%

Educational Debt

Carry debt: 28%
Under age 40 w/ debt: 50%
Median debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center

More than one-quarter of dental hygienists carry educational debt, including one-half of those under the age of 40. For those in debt, their median burden is between \$10,000 and \$20,000.



Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Dental Hygienists		Hygienists under 40	
	#	%	#	%
None	2,690	72%	782	50%
Less than \$10,000	286	8%	184	12%
\$10,000-\$19,999	261	7%	192	12%
\$20,000-\$29,999	198	5%	156	10%
\$30,000-\$39,999	100	3%	82	5%
\$40,000-\$49,999	63	2%	48	3%
\$50,000-\$59,999	52	1%	40	3%
\$60,000-\$69,999	32	1%	25	2%
\$70,000-\$79,999	20	1%	15	1%
\$80,000-\$89,999	12	0%	9	1%
\$90,000-\$99,999	13	0%	8	1%
\$100,000 or more	23	1%	13	1%
Total	3,749	100%	1,554	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 91%
Involuntarily Unemployed: 2%

Positions Held

1 Full-time: 47%
2 or More Positions: 17%

Weekly Hours:

40 to 49: 11%
60 or more: 1%
Less than 30: 32%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	0%
Employed in a dentistry related capacity	3,884	91%
Employed, NOT in a dentistry related capacity	97	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	64	2%
Voluntarily unemployed	176	4%
Retired	26	1%
Total	4,250	100%

Source: Va. Healthcare Workforce Data Center

91% of Virginia's dental hygienists are employed in the profession, although less than half currently have one full-time job. Nearly half of dental hygienists currently work between 30 and 39 hours per week, while just 11% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	266	6%
One Part-Time Position	1,216	29%
Two Part-Time Positions	431	10%
One Full-Time Position	1,990	47%
One Full-Time Position & One Part-Time Position	212	5%
Two Full-Time Positions	5	0%
More than Two Positions	76	2%
Total	4,196	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	266	6%
1 to 9 hours	164	4%
10 to 19 hours	366	9%
20 to 29 hours	795	19%
30 to 39 hours	2,033	49%
40 to 49 hours	469	11%
50 to 59 hours	36	1%
60 to 69 hours	15	0%
70 to 79 hours	14	0%
80 or more hours	12	0%
Total	4,170	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	38	1%
Less than \$20,000	247	7%
\$20,000-\$29,999	232	7%
\$30,000-\$39,999	359	11%
\$40,000-\$49,999	541	16%
\$50,000-\$59,999	633	19%
\$60,000-\$69,999	634	19%
\$70,000-\$79,999	400	12%
\$80,000-\$89,999	184	5%
\$90,000-\$99,999	77	2%
\$100,000 or More	52	2%
Total	3,396	100%

At a Glance:

Earnings
Median Income: \$50k-\$60k

Benefits
Paid Vacation: 64%
Retirement: 44%

Satisfaction
Satisfied: 93%
Very Satisfied: 62%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,537	62%
Somewhat Satisfied	1,290	31%
Somewhat Dissatisfied	205	5%
Very Dissatisfied	93	2%
Total	4,124	100%

Source: Va. Healthcare Workforce Data Center

The typical dental hygienist made between \$50,000 and \$60,000 in the past year. Among dental hygienists who were compensated at the primary work location with either a salary or an hourly wage, 63% received paid vacation and 43% had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,490	64%	63%
Retirement	1,713	44%	43%
Paid Sick Leave	1,388	36%	35%
Dental Insurance	593	15%	15%
Group Life Insurance	415	11%	10%
Signing/Retention Bonus	99	3%	3%
Received At Least One Benefit	2,782	72%	70%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	149	3%
Experience voluntary unemployment?	317	7%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	508	11%
Work two or more positions at the same time?	860	19%
Switch employers or practices?	278	6%
Experienced at least 1	1,509	33%

Source: Va. Healthcare Workforce Data Center

Only 3% of Virginia’s dental hygienists experienced involuntary unemployment at some point in the past year. By comparison, Virginia’s average monthly unemployment rate was 5.5% in 2013.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	152	4%	111	11%
Less than 6 Months	204	5%	143	14%
6 Months to 1 Year	376	9%	149	14%
1 to 2 Years	557	14%	171	16%
3 to 5 Years	725	18%	181	17%
6 to 10 Years	807	20%	153	14%
More than 10 Years	1,183	30%	149	14%
Subtotal	4,004	100%	1,057	100%
Did not have location	167		3,449	
Item Missing	414		79	
Total	4,585		4,585	

Source: Va. Healthcare Workforce Data Center

75% of dental hygienists receive an hourly wage at their primary work location, while 22% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 3%
Underemployed: 11%

Turnover & Tenure

Switched Jobs: 6%
New Location: 22%
Over 2 years: 68%
Over 2 yrs, 2nd location: 46%

Employment Type

Hourly Wage: 75%
Salary/Commission: 22%

Source: Va. Healthcare Workforce Data Center

More than two-thirds of dental hygienists have worked at their primary location for at least two years.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	749	22%
Hourly Wage	2,558	75%
By Contract	45	1%
Business/ Practice Income	20	1%
Unpaid	20	1%
Subtotal	3,392	100%
Did not have location	167	
Item Missing	1,026	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 6.3% in January 2013 to 4.8% in December 2013.

At a Glance:

Concentration

Top Region:	33%
Top 3 Regions:	75%
Lowest Region:	2%

Locations

2 or more (Past Year):	25%
2 or more (Now*):	24%

Source: Va. Healthcare Workforce Data Center

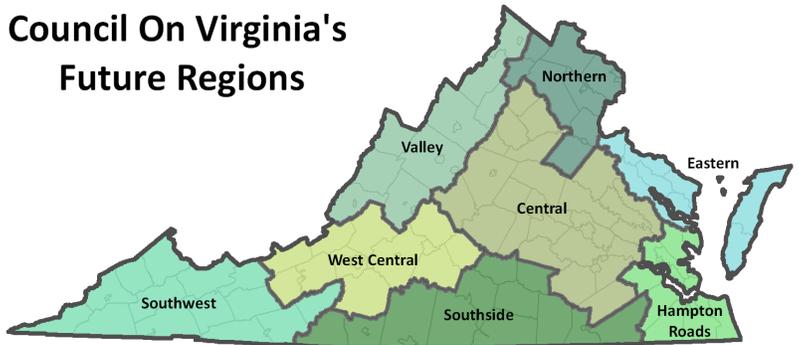
33% of all dental hygienists work in Northern Virginia, the most of any region in Virginia. With only 2% of the workforce, Eastern Virginia has the fewest number of dental hygienists of any region in the state.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	685	17%	177	16%
Eastern	65	2%	20	2%
Hampton Roads	984	25%	239	21%
Northern	1,328	33%	421	38%
Southside	125	3%	35	3%
Southwest	185	5%	35	3%
Valley	198	5%	38	3%
West Central	394	10%	105	9%
Virginia Border State/DC	20	1%	14	1%
Other US State	14	0%	35	3%
Outside of the US	0	0%	1	0%
Total	3,998	100%	1,120	100%
Item Missing	422		15	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



70% of dental hygienists currently have just one work location, while 13% have two separate work locations.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	167	4%	272	7%
1	3,282	72%	2,889	70%
2	574	13%	556	13%
3	406	9%	375	9%
4	55	1%	18	0%
5	24	1%	6	0%
6 or More	78	2%	22	0%
Total	4,585	100%	4,138	1%

*At the time of survey completion, March 2014.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-profit	3,670	94%	926	90%
Non-profit	44	1%	34	3%
State/local government	107	3%	55	5%
Veterans Administration	7	0%	0	0%
U.S. Military	55	1%	7	1%
Other Federal Government	8	0%	2	0%
Total	3,891	100%	1,024	100%
Did not have location	167		3449	
Item missing	527		111	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

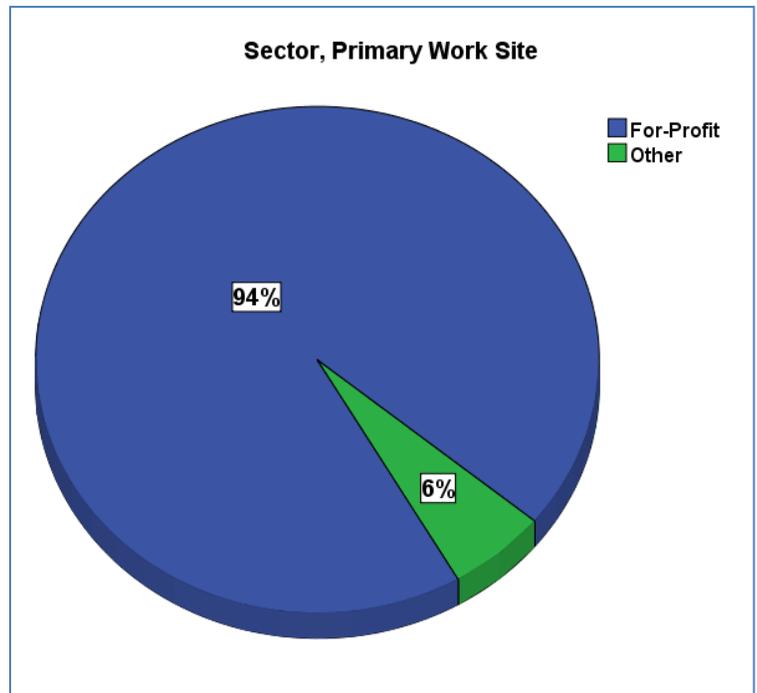
For Profit:	94%
Federal:	2%

Top Establishments

Solo Practice:	72%
Group Practice:	17%

Source: Va. Healthcare Workforce Data Center

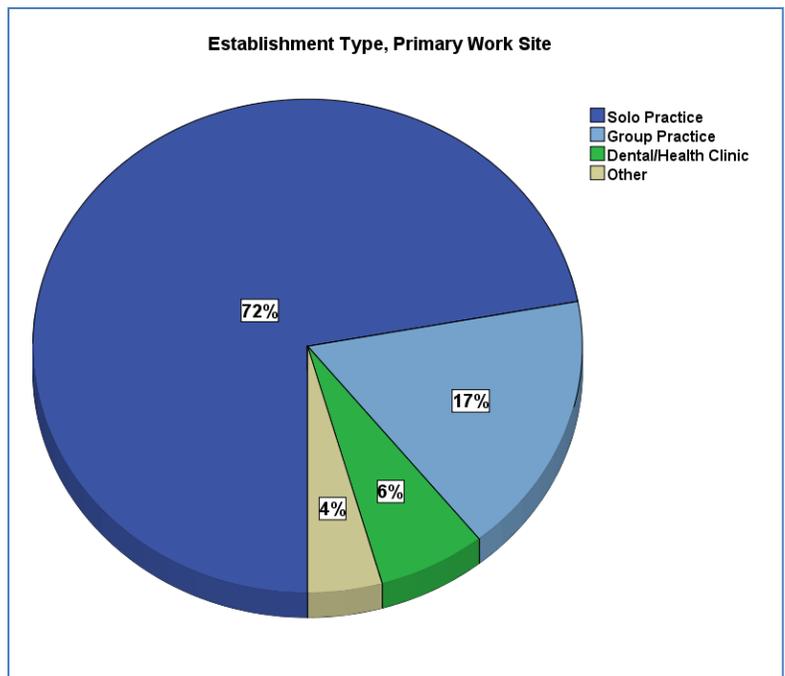
94% of dental hygienists worked in for-profit establishments. Another 5% worked for a government agency, including 1% who worked for the U.S. military.



Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,754	72%	725	71%
Group Practice	656	17%	121	12%
Dental/Health Clinic	243	6%	67	7%
Dental School (including Combined Dental/Dental Hygiene)	52	1%	49	5%
Hospital/Health System	22	1%	5	0%
Corrections	15	0%	7	1%
Public Health Program	13	0%	12	1%
Insurance	10	0%	2	0%
K-12 School or Non-Dental College	7	0%	2	0%
Nursing Home/Long-Term Care Facility	6	0%	5	0%
Supplier Organization	3	0%	2	0%
Other	39	1%	21	2%
Total	3,820	100%	1,018	100%
Did Not Have a Location	167		3449	

Nearly three-quarters of dental hygienists worked at a solo dental practice at their primary work location, while another 17% worked at a group dental practice. Dental/health clinics were also significant employers of Virginia's dental hygienist workforce.



Among those dental hygienists who also had a secondary work location, more than four out of five worked at a dental practice, including 71% who worked at a solo dental practice.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 90%-99%
Administration: 1%-9%

Roles

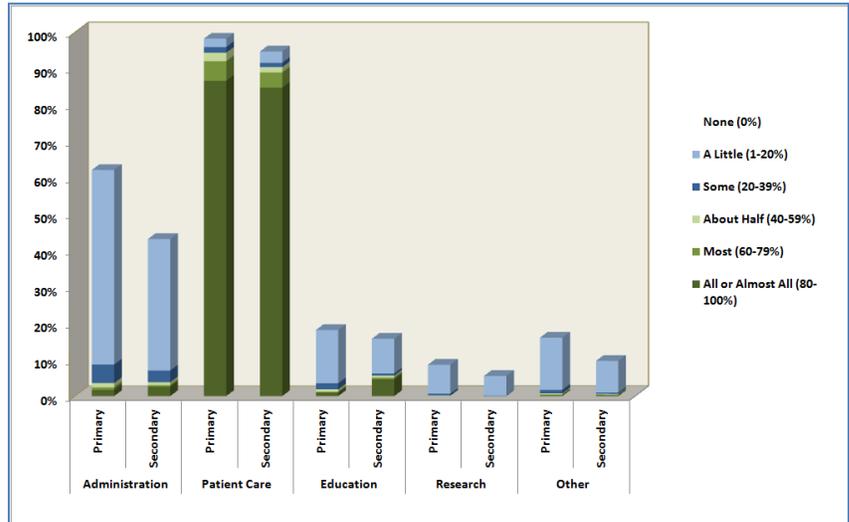
Patient Care: 92%
Administrative: 2%
Education: 1%

Patient Care Hygienists

Median Admin Time: 1%-9%
Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



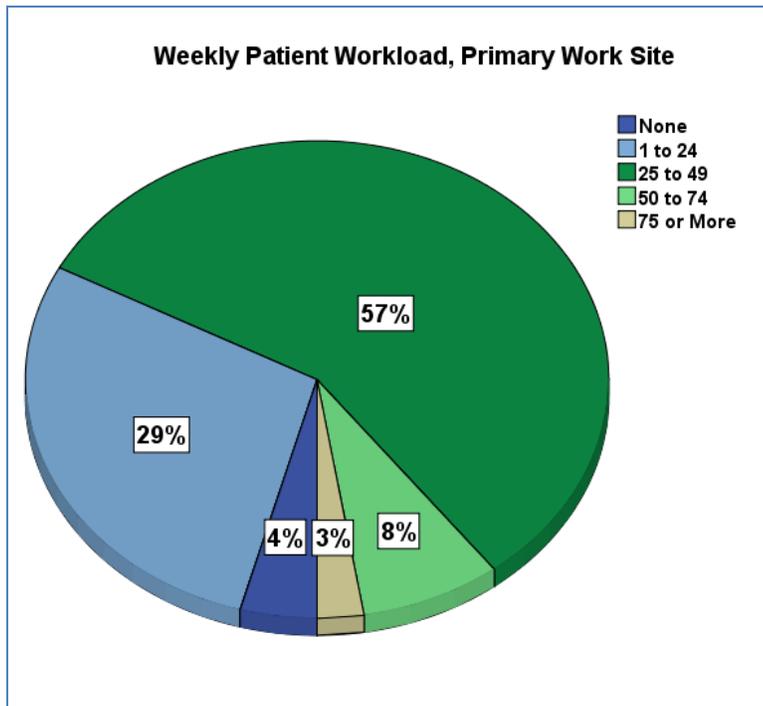
Source: Va. Healthcare Workforce Data Center

A typical dental hygienist spends most of her time caring for patients, with most of the remaining time spent doing administrative tasks. 92% of dental hygienists fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	2%	3%	87%	85%	1%	5%	0%	0%	0%	0%
Most (60-79%)	1%	0%	5%	4%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	1%	1%	2%	1%	1%	1%	0%	0%	0%	0%
Some (20-39%)	5%	3%	2%	1%	2%	1%	0%	0%	1%	0%
A Little (1-20%)	53%	36%	2%	3%	15%	10%	8%	5%	14%	9%
None (0%)	38%	57%	2%	5%	82%	84%	91%	94%	84%	90%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Primary Location: 25-49
 Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

The typical dental hygienist treated between 25 and 49 patients per week at her primary work location. For those dental hygienists who also had a secondary work location, the median workload was between 1 and 24 patients per week.

# of Patients Per Week	Patient Care Visits			
	Primary		Secondary	
	#	%	#	%
None	166	4%	98	10%
1-24	1,109	29%	713	70%
25-49	2,211	57%	156	15%
50-74	304	8%	35	3%
75-99	50	1%	8	1%
100-124	19	0%	2	0%
125-149	7	0%	2	0%
150-174	8	0%	1	0%
175-199	4	0%	1	0%
200 or More	13	0%	0	0%
Total	3,891	100%	1,016	100%

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Dental Hygienists		Hygienists over 50	
	#	%	#	%
Under age 50	248	7%	-	-
50 to 54	371	10%	-	-
55 to 59	704	19%	125	10%
60 to 64	1,059	29%	425	35%
65 to 69	821	23%	416	34%
70 to 74	185	5%	115	10%
75 to 79	44	1%	26	2%
80 or over	18	0%	10	1%
I do not intend to retire	198	5%	91	8%
Total	3,648	100%	1,208	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dental Hygienists

Under 65: 65%

Under 60: 36%

Hygienists 50 and over

Under 65: 46%

Under 60: 10%

Time until Retirement

Within 2 years: 5%

Within 10 years: 23%

Half the workforce: by 2034

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of dental hygienists expect to retire by the age of 65, while nearly half of dental hygienists who are age 50 or over expect to retire by the same age. Meanwhile, approximately 11% of dental hygienists expect to work until at least age 70, including 5% who do not expect to retire at all.

Within the next two years, only 5% of Virginia’s dental hygienists plan on leaving either the profession or the state. Meanwhile, 14% of dental hygienists plan on increasing their patient care activities, and 11% plan on pursuing additional educational opportunities.

Future Plans

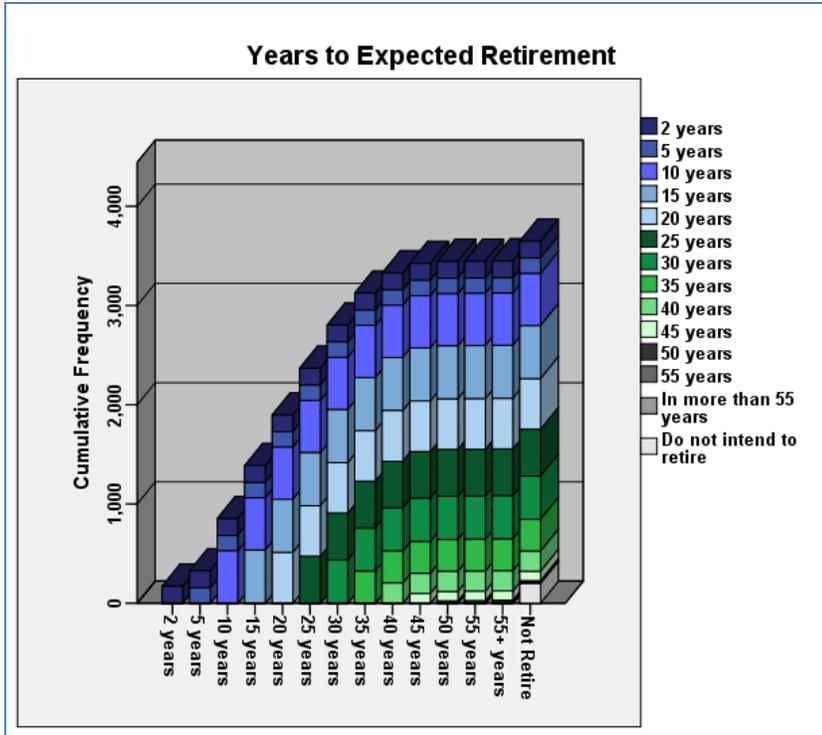
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	89	2%
Leave Virginia	142	3%
Decrease Patient Care Hours	392	9%
Decrease Teaching Hours	23	1%
Increase Participation		
Increase Patient Care Hours	656	14%
Increase Teaching Hours	147	3%
Pursue Additional Education	491	11%
Return to Virginia’s Workforce	55	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for dental hygienists. Only 5% of dental hygienists expect to retire within the next two years, while nearly one-quarter of dental hygienists expect to retire in the next ten years. More than half of the current dental hygienist workforce expects to retire by 2034.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	170	5%	5%
5 years	155	4%	9%
10 years	526	14%	23%
15 years	535	15%	38%
20 years	510	14%	52%
25 years	471	13%	65%
30 years	435	12%	77%
35 years	322	9%	86%
40 years	203	6%	91%
45 years	96	3%	94%
50 years	21	1%	94%
55 years	2	0%	94%
In more than 55 years	4	0%	95%
Do not intend to retire	198	5%	100%
Total	3,648	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2024. Retirements will peak at 15% of the current workforce around 2029 before declining to under 10% of the current workforce again around 2049.

At a Glance:

FTEs

Total: 3,078
 FTEs/1,000 Residents: 0.373
 Average: 0.70

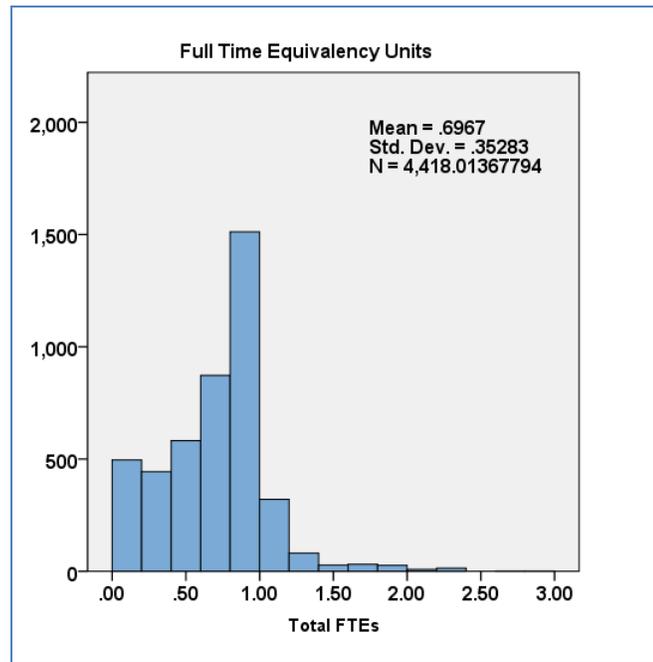
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

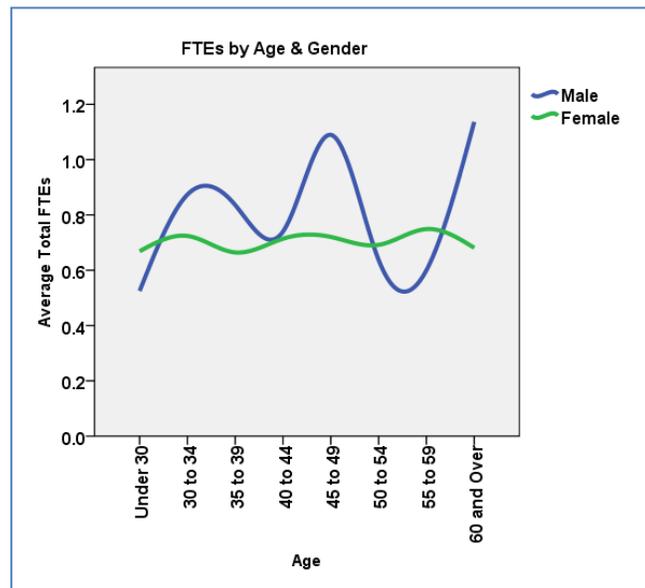


Source: Va. Healthcare Workforce Data Center

The typical (median) dental hygienist provided 0.75 FTEs in the past year, or approximately 29 hours per week for 52 weeks. Although FTEs appear to vary by age, statistical tests did not verify a difference exists.²

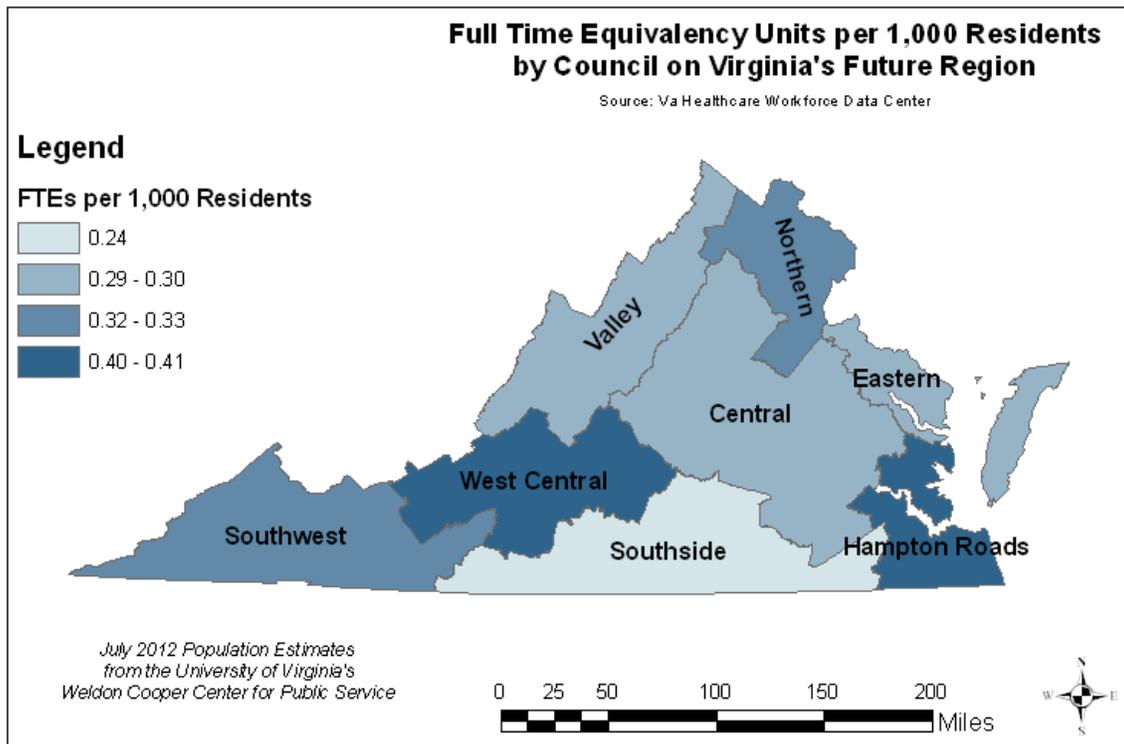
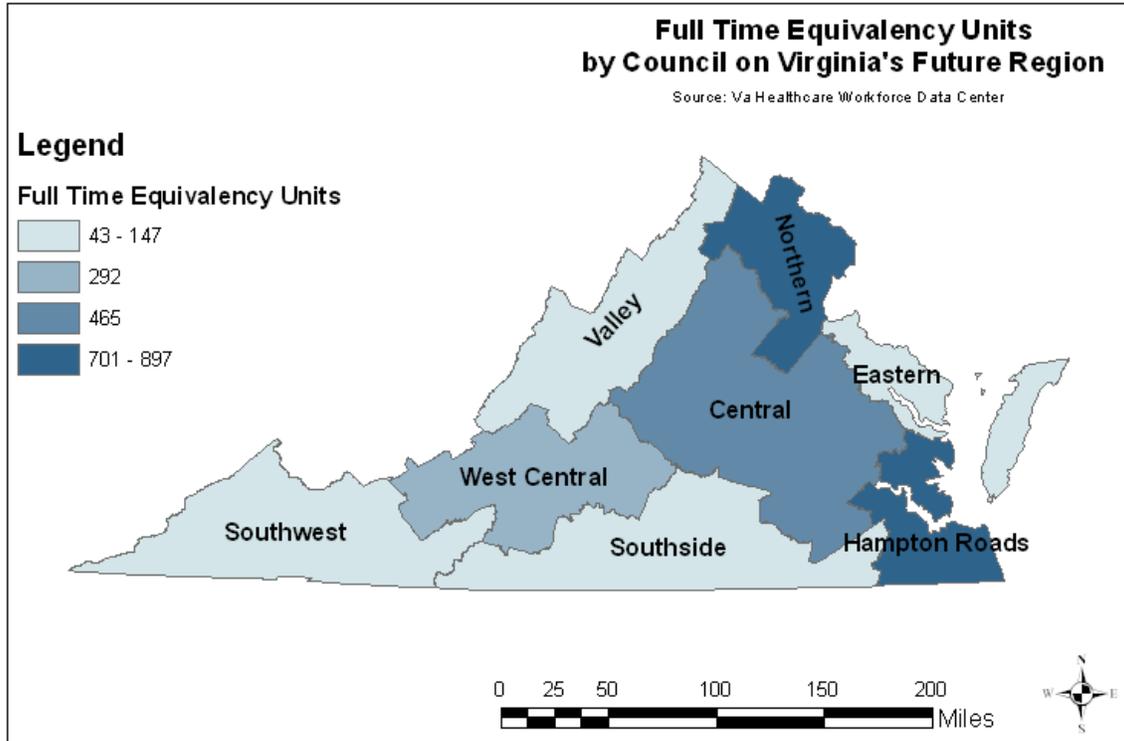
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.66	0.71
30 to 34	0.73	0.78
35 to 39	0.68	0.79
40 to 44	0.71	0.65
45 to 49	0.68	0.75
50 to 54	0.67	0.65
55 to 59	0.76	0.84
60 and Over	0.70	0.79
Gender		
Male	0.79	0.88
Female	0.70	0.75

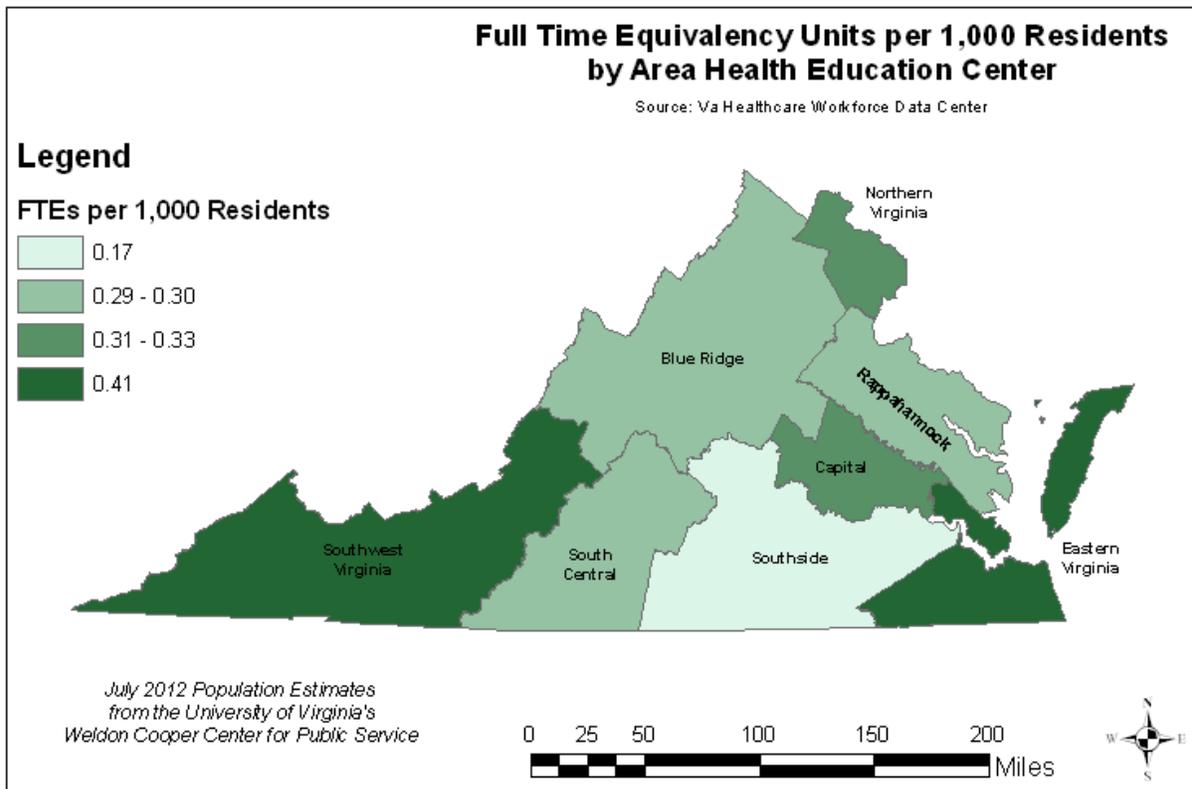
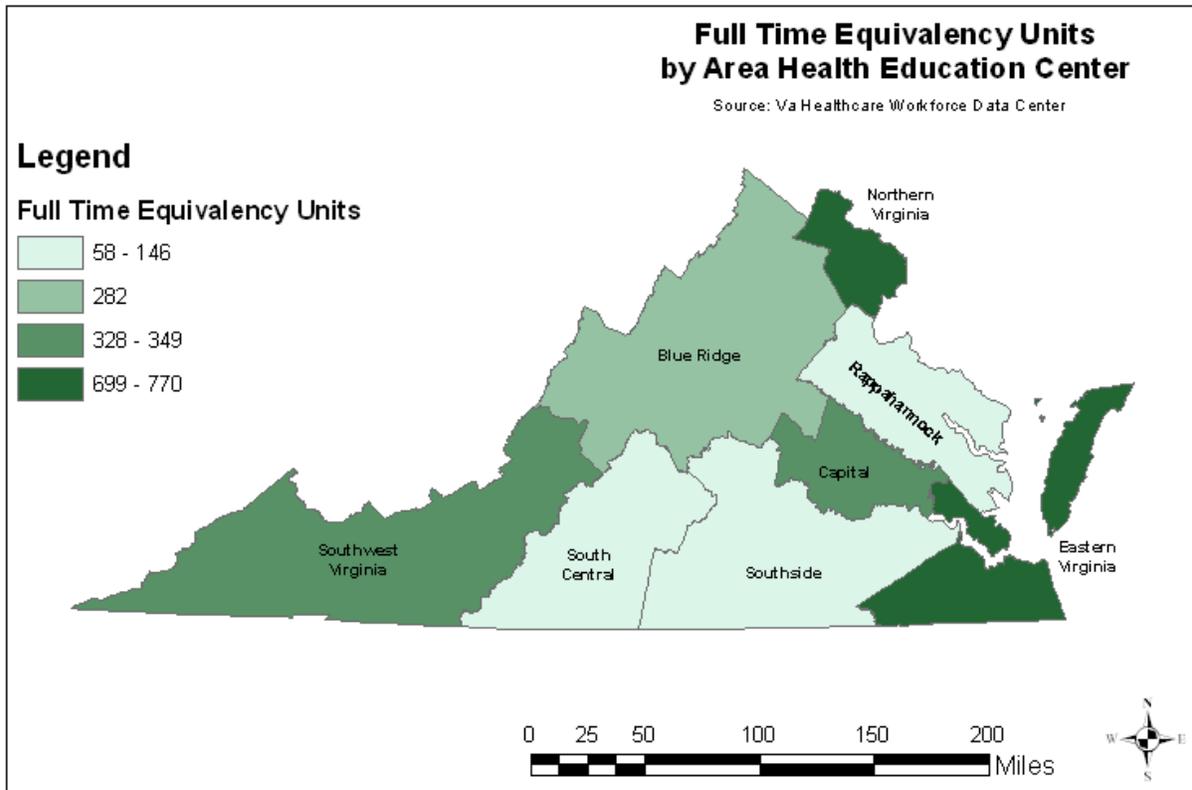
Source: Va. Healthcare Workforce Data Center

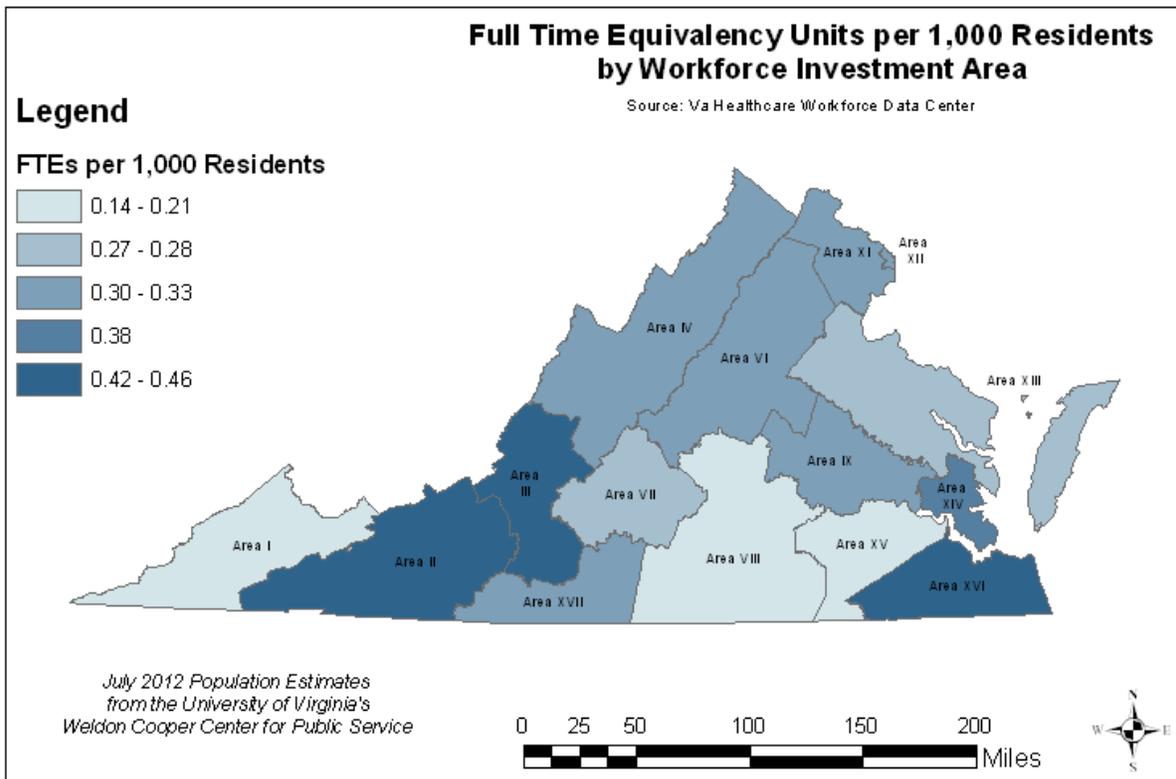
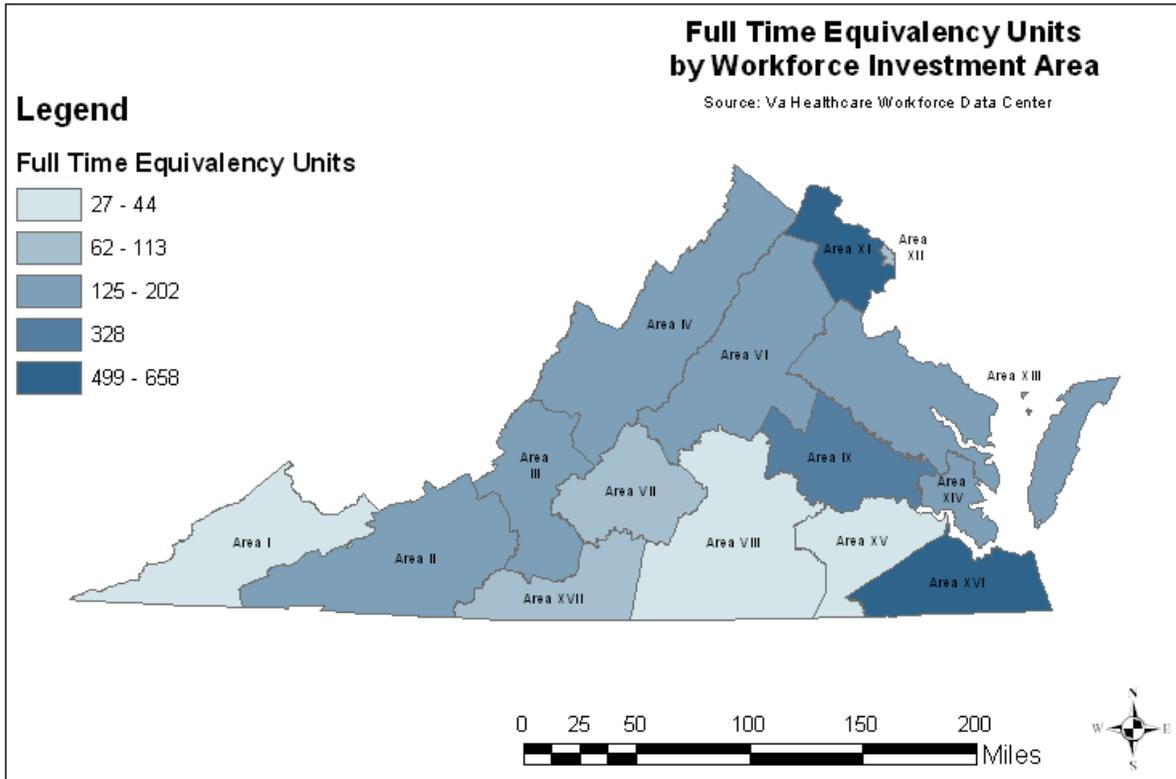


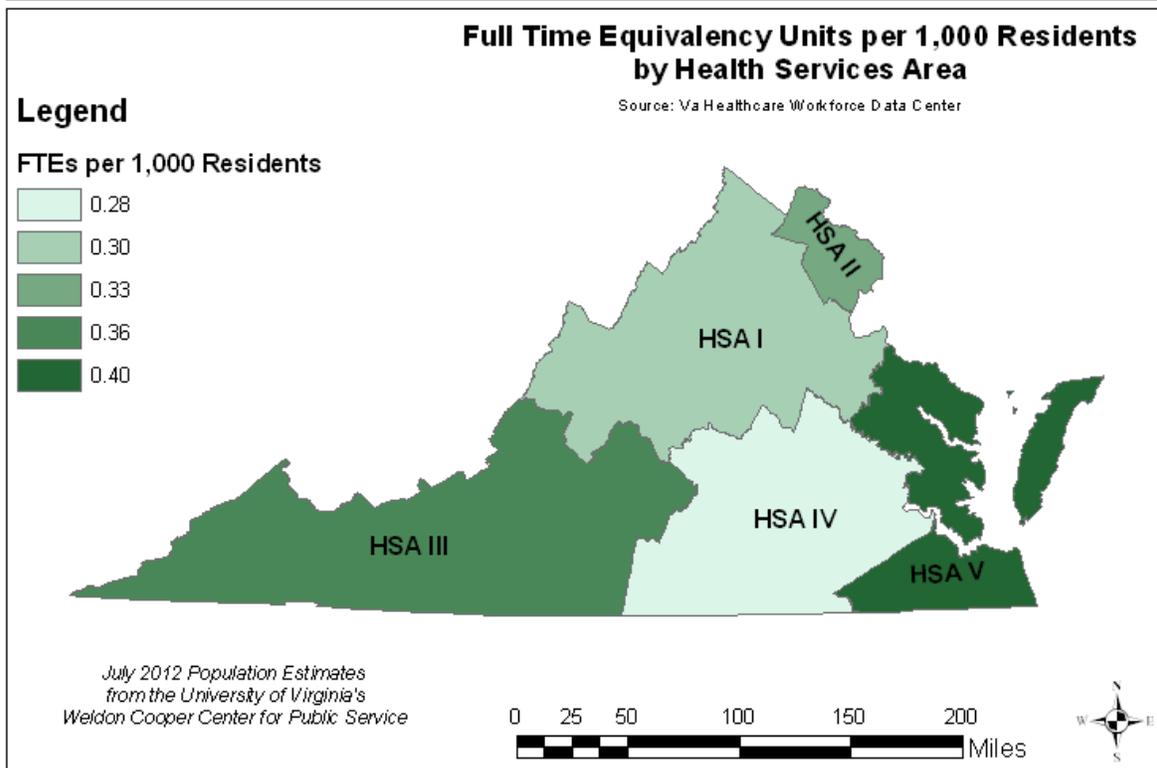
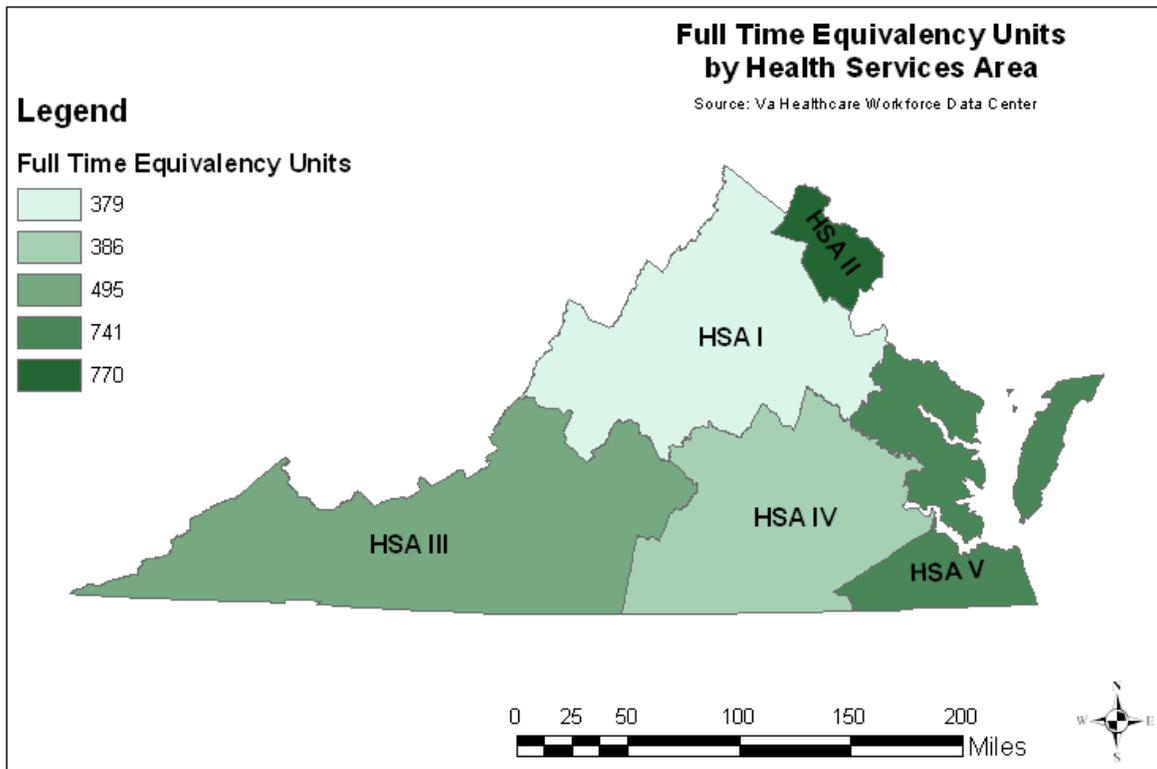
Source: Va. Healthcare Workforce Data Center

² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)









Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	3349	85.49%	1.169752	1.13554	1.32881
Metro, 250,000 to 1 million	391	86.44%	1.156805	1.12297	1.31411
Metro, 250,000 or less	371	88.68%	1.12766	1.09467	1.281
Urban pop 20,000+, Metro adj	92	88.04%	1.135802	1.10258	1.29025
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	179	86.59%	1.154839	1.12106	1.31187
Urban pop, 2,500-19,999, nonadj	111	85.59%	1.168421	1.13424	1.3273
Rural, Metro adj	83	81.93%	1.220588	1.18488	1.38656
Rural, nonadj	41	82.93%	1.205882	1.17061	1.36986
Virginia border state/DC	446	78.48%	1.274286	1.23701	1.44756
Other US State	478	72.18%	1.385507	1.34498	1.57391

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	714	85.99%	1.162866	1.10251	1.3546
30 to 34	738	86.18%	1.160377	1.10015	1.3517
35 to 39	698	85.39%	1.171141	1.11035	1.36424
40 to 44	702	86.61%	1.154605	1.09467	1.34498
45 to 49	690	85.36%	1.171477	1.11067	1.36463
50 to 54	712	85.11%	1.174917	1.11393	1.36864
55 to 59	651	83.26%	1.201107	1.13876	1.39915
60 and Over	658	74.01%	1.351129	1.281	1.57391

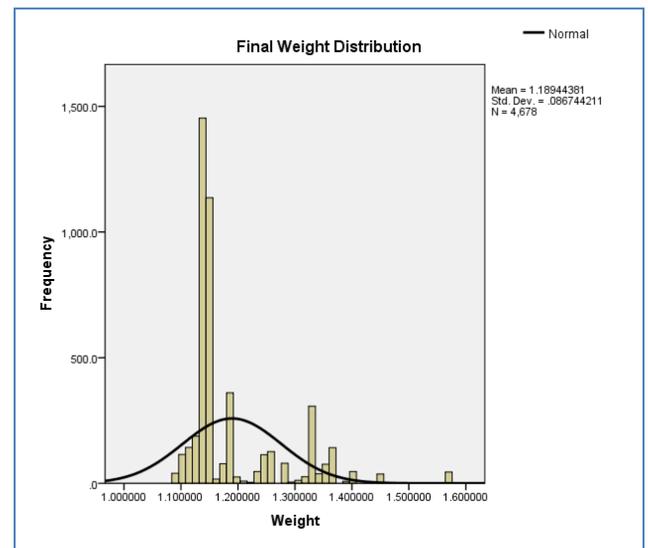
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.840762



Source: Va. Healthcare Workforce Data Center